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23 May 1974

MEMORANDUM FOR: The DDI
The DCI

SUBJECT: Staffing OPR -- A Progress Report

You have had occasion over the past few months to become acquainted with the quality of the OPR product and with the scope of the OPR program as well. The purpose of this memorandum is to bring you up to date on our progress toward building an outstanding OPR staff -- and to tell you something of its present powerful composition and calibre.

We now have a total of [] people on board or definitely en route. Of these, the [] professional analysts constitute the heart of the enterprise; capsule biographies on them are attached. (The other members of the office -- e.g., D/PR, DD/PR, research assistants, secretaries and typists -- are vital, of course, but not so exciting.)

With regard to the OPR professional analysts, consider the following:

--A stimulating mix of backgrounds, disciplines, specialties and interests is represented. Ages range from 23 to 58; the average is 38. [] officers are 35 or less; eight are in their 20's.

--[] of the [] are PhD's; an additional [] are PhD candidates or have had substantial post-MA university work; all but eight hold MA degrees. A number have completed specialized graduate programs or sabbatical years at such centers as Harvard, Columbia, Stanford/Hoover, Princeton, University of London, and the (London) Institute for Strategic Studies.

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-- [] have published on the outside, and of these at least four [] [] are widely acknowledged in academia to be among the most respected authors in their fields.

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--The outside background most common is university teaching and research, though the list includes experience in State, DOD, IDA, RFE, HEW, Bureau of the Census, and computer programming -- and one officer [] dealt with Chou En-lai, Peter Kapitsa, and other Chinese and Soviet notables while on duty [] in China []

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--The range of language competence is wide: in addition to Russian, Chinese, Japanese, Arabic, and the various West European languages, the coverage extends to Persian (Farsi) and even to the Peruvian Indian language Quechua. Four officers [] were Chinese or Japanese language officers during WW II.

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--Many disciplines are included; there are historians, political scientists, economists, demographers, sociologists, linguists, and new methodologists. There is also much depth and variety in intelligence experience: most have cut their teeth in one or another DDI office; more than [] have worked in the DDO; some few have come to OPR from IC, DDS&T or CTP.

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--New blood is provided by the six highly promising officers hired directly from outside; two additional outside hires are presently under consideration, and more will be undertaken next year.

-- [] of the [] professional analysts are women; their average grade is lower than the men's but so is their age. (All five OPR research assistants are women; their assignments are designed to provide upward mobility.) Two of the analysts -- and one research assistant -- are blacks.

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